

# All India Bank of Baroda Officers' Association

(Central Office)

Registered Under Indian Trade Unions Act, 1926 & Recognised by Bank

(Affiliated to INTUC-INBOC)



**CIRCULAR TO MEMBERS NO.25 OF 2018**

**30th August,2018**

Dear Members,

**RE: Implementation of New Appraisal System Introduced by the Bank – “Growth & Empowerment System(GEMS)” – Various Issues emanating out of the System.**

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As you are aware, our Bank has introduced a New Performance Appraisal System under Project Sparsh - Plus viz. “Growth & Empowerment Management System” (GEMS) vide circular No.BCC/BR/109/327 dated 01.07.2017 from FY 2017-18 onwards, replacing the earlier APAR system. Thereafter, our Bank issued various guidelines on GEMS at frequent intervals.

However, it was observed that the new system contains many lacunas, issues and negative aspects, which were apprised and taken up with the Bank by our Association and a joint meeting was held between a Small Committee of our Association and our Bank on 14th August, 2018. Upon display of the grades awarded to the Officers by the Bank in the system on 20.8.2018 onwards, it was observed that majority of Officers, who were otherwise performers, were accorded B & BB grades, which are defined as lower grades. Further, the time limit for appeal mechanism process, pertaining to few parameters, has been fixed by the Bank upto 31st August, 2018, which according to us, is quite inadequate. This has resulted in frustration and demotivation amongst the Officers and we have been receiving a large number of representations against receipt of lower grades

and short duration for appeal, from affected Officers, since it severely affected their career progression in our Bank.

Based on the representations received by our Association and the random survey of grades obtained by Officers for the FY 2017-18 vis-a-vis the marks under APAR system for the FYs – 2016-17 & 2015-16, vide our letter No:CO:54:400/2018 dated 29th August, 2018, we have apprised the General Manager (HRM) & CLO, Head Office, Baroda, on the subject and also expressed our serious concern over awarding of lower grades to majority of Officers, who were otherwise known for performance in our Bank. The last date for appeal has been fixed by our Bank on 31st August, 2018, which, according to us, is inadequate as compared to the number of Officers who are awarded lower grades.

We, therefore, requested our Bank vide our abovementioned letter dated 29th August, 2018, to extend the last date for submission of appeal by minimum upto 15th September, 2018, and also to hold an urgent meeting with Association immediately to discuss various issues that have crept into the system along with other aspects prevailing in the new system – GEMS.

With greetings,

Yours sincerely

(PREM MAKKER)  
GENERAL SECRETARY

**PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES**